

# Oracle Celebrate

Employee recognition plays a pivotal role in cultivating a strong company culture and driving employee engagement. Oracle Celebrate is a recognition and rewards solution that helps organizations make peer-to-peer recognition meaningful, easy, and continuous with holistic engagement insights.

## Build your purpose-driven culture through one experience

**Recognition program configuration:** With Oracle Celebrate, HR and managers can design and tailor multiple recognition types and programs to drive their organization's unique cultural values. Each recognition program is linked to recognizing and enforcing behaviors the company wants to encourage. Different parts of the organization can have different recognition programs.

**Nomination- and event-based awards:** Nomination- and event-based awards allow employees to celebrate their peers' milestones and nominate coworkers for awards, such as "Employee of the Month." During the nomination process, employees can review relevant information about the specific award. Eligibility rules control who can be nominated.

**Employee rewards:** Allow employees to interface with external vendors to redeem their points for rewards. Oracle Celebrate also provides additional budgeting capabilities.

## Recognize peers when and where it matters most

**Employee recognition hub:** With Oracle Celebrate, employees have a simple, easy user interface where they can send a note of recognition to a colleague, view all given recognition, and view all received recognition.

**Organizationwide, team, and quick recognition:** Make it easy to acknowledge coworkers by providing guided templates to recognize individuals, teammates, or programs. Employees can choose which cultural value their peer exemplified and write a personal note acknowledging their efforts.

**Generative AI:** Generative AI is embedded into Oracle Celebrate to support employees when writing recognition notes about their peers' efforts. The generative AI assistant helps individuals express their acknowledgement by suggesting edits and additions to their initial text.

**Recognition in the flow of work:** Organizations can connect Oracle Celebrate to the systems and tools their employees use every day, including Slack, Microsoft Teams, SMS, and Oracle Digital Assistant. This way, the entire workforce can be included in recognition programs and easily recognize their peers.

**Recognition social feed:** Employees can view and interact with a recognition social feed that shows all recognition from across the organization in their dashboard.

### Key features

- Peer-to-peer recognition
- Recognition social feed
- Quick recognition paths
- Recognition program configuration
- Redeemable points
- Nomination- and event-based award programs
- Cash, points budgeting
- Team recognition overview for managers

### Key benefits

- Create compelling recognition programs that promote your organization's cultural values.
- Drive better adoption by incorporating peer-to-peer recognition naturally in the flow of work.
- Visualize the business impact of recognition programs and identify trends with connected data in a single native cloud HCM solution.

## Drive better engagement and retention with real-time, holistic HCM insights

**Manager recognition hub:** Managers have a user interface with an overview of their team's recognition. They can create multiple recognition types or programs. Each recognition program is linked to recognizing and enforcing behaviors the company wants to encourage.

**Administrator recognition dashboard:** Gain visibility into the adoption of recognition and rewards programs through analytics, with breakdowns by team, business group, and organization. Tie recognition efforts to business impact, such as attrition and DE&I, using real-time, connected HCM insights.

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